

IMI

Irish Management Institute

IMI Diploma in Executive Coaching

Enable your
people to give
their best
performance



Executive Education
Ranking 2018



Participant Testimonials

“Why on earth is this material not available to everyone, why did it take me so long to get started on this journey?”

Charles Searson, Managing Director
Searsons Wine Merchants

“I would like to formally convey my thanks for such a wonderful and memorable programme. The IMI Diploma in Executive Coaching has taught me so much, not least that anyone from any background of work can find their calling in a new meaningful role. The programme was very relevant, alive and practical and I thoroughly enjoyed and valued all the contributions to the programme. It’s working with the programme director, auxiliary programme director, programme administrator, visiting presenters and all the participants. Thanks to this programme I am now looking forward to a new and exciting addition to my career.”

Pat Griffith, FCA, MBA, Consultant in Finance
Accounting and Executive Development

“The world of elite sport can learn a significant amount from executive coaching in a high-performance context. The Diploma in Executive Coaching was an extraordinary learning journey. I look forward to applying this rich learning as my organisation aspires to put champions on the podium for Ireland.”

Daragh Sheridan, Head of Performance Skills
Irish Institute of Sport



Coaching is becoming increasingly important in Irish business. Whether you are seeking to introduce a coaching culture to your organisation or striving to unlock the latent potential of individuals, this programme will equip you with the right tools to succeed. You will enjoy a powerful and practical learning experience.”

CEO of Financial Institution and Programme Graduate



Once the domain of top athletes, coaching has now been discovered by political and business leaders. The secret is out. Coaching is one of the most practical ways to enable your people to give their best and to create organisations to which people want to belong.

Smart organisations use a coaching culture as a key enabler of organisational performance. A coaching approach to people management can drive a business to new levels of productivity, delivering significant return on investment.

This innovative and relevant programme combines the most effective modern coaching techniques with a thorough grounding in modern organisational realities. Strong emphasis is placed on supervised coaching sessions with intensive feedback. It is expected that participants will carry out more than 100 hours of practice.

Who this programme is for

- + Practicing business coaches who wish to bring their coaching competencies to the next level
- + Managers and leaders who realise that coaching is the key to unlocking performance
- + HR professionals and organisational consultants who want to add coaching excellence to their skill set
- + Psychologists or psychotherapists who want to work on developing people in corporate settings
- + Mentors and those changing careers who wish to develop executive coaching skills

The IMI is one of only two colleges in Ireland to have been awarded the European Quality Award “EQA” from the European Mentoring and Coaching Council (EMCC). Programme graduates are eligible for European Individual Accreditation (EIA).

Programme impact

Graduating participants will:

- + Have practised a range of coaching skills
- + Be equipped to transfer coaching methodologies to the workplace
- + Understand relevant coaching models
- + Have demonstrated competence in a coaching role
- + Be able to use a variety of coaching approaches and techniques
- + Have increased confidence in their coaching ability
- + Have achieved a high level of self-insight
- + Have completed a journey of personal and professional development

Programme Director: Dublin
Fabio Grassi



Visit www.imi.ie to watch an introductory video for the IMI Diploma in Executive Coaching Programme.



Programme Duration:

Programme runs over 6 x 3 modules.

Classes run from 09:00 to 17:00 on day 1 and 2 of each module, and from 8:30 to 16:30 on the third day of each module.



Programme Dates: Dublin

27, 28 & 29 March 2019

24, 25 & 26 April 2019

29, 30 & 31 May 2019

03, 04 & 05 July 2019

28, 29 & 30 August 2019

25, 26 & 27 September 2019



Programme Content



The nature and purpose of executive coaching

- + The Role of Coach
Klob's Learning Styles and keeping a learning log
- + Models and Methods
- + Contracting and Planning & the Role of Third Parties
- + Organisational and Personal Coaching
- + The Ethics of Coaching

Organisational performance through coaching

- + Career and life-planning tools
- + Integrating Executive Coaching with Mentoring & Consulting
- + Develop Awareness, Self-Monitoring and Observation Skills
- + Performance Enhancing feedback
- + The impact of team coaching in organisational effectiveness
- + Coaching executive teams

Understanding personalities and building rapport with the coachee

- + Understanding of Human Personality
- + Sample Instrument: Enneagram
- + Applications of the Enneagram in Coaching
- + NLP Principles and Processes
- + Problem-solving using NLP
- + Using NLP in coaching

Programme Features



Coaching Practice

- + Practice sessions on each module
- + Practice sessions in support groups
- + Expert feedback and review
- + Developing you as a coach throughout with 100 hours of practical coaching built up over the duration of this programme



Career Coaching

- + Tools of career and life planning
- + Establishing career direction
- + Career challenges
- + Career direction model



Team Coaching

- + Team versus work groups
- + Team coaching and other interventions
- + Contracting with teams



Using emotional intelligence to coach executives and leaders

- + Core Elements of Emotional Intelligence (EI)
- + Assessing Emotional Intelligence with the ECR Tool
- + Link EI with Leadership Performance
- + Link EI with Personal Effectiveness
- + Using ECR tool in coaching

The coaching practitioner

- + Personal mindfulness
- + Developing self-awareness, self-monitoring
- + Advanced listening skills and techniques
- + Questioning skills for coaches
- + Creating the thinking space
- + Best Fit: Matching Coaching

The executive coaching relationship

- + Coaching with Horses Experience
- + Developing powerful metaphors to facilitate coaching
- + Using mental visualization to create commitment to change
- + Agreeing coachee's needs and expectations
- + Defining boundaries and managing dependencies, barriers and pitfalls
- + Establishing trust and confidentiality



Psychology and Coaching

- + 5 Phases of Psychology
- + Psychological defences
- + Different levels of awareness
- + Working with the unconscious



Performance Coaching

- + Coaching with horses
- + Get feedback on your signature presence
- + Develop trust with horses



Accreditation

- + Partial emotional intelligence accreditation (ECR)
- + Awarded the European Quality Award by EMCC



Return on Investment

- + Practical coaching tool kit to implement immediately in your organisation

Entry Requirements

A candidate's suitability for the programme will be determined by a combination of their academic qualifications and / or relevant professional experience. Each applicant will be firstly required to comprehensively complete the IMI "Portfolio of Learning" form. A primary degree from a recognised third level institution (NFQ level 8) will typically be required with at least 3 years relevant industry experience, however, prior workplace learning will be recognised where applicants do not meet the academic requirement.

Alternatively at least 5 years relevant experience at an appropriate managerial level is the requirement where the degree is not in the appropriate area. This experience may come from a general business or organisational background, or experience working at management level.

Each proposed candidate will be considered on a case by case basis by the Programme Directors, who will interview applicants in person or by phone. The IMI Registrar's Office will oversee all applications and the final decision on any application rests with the Registrar.

All applicants whose first language is not English will be required to show evidence of the successful completion of an IELTS or TOEFL test. The English language requirement for this programme is an IELTS score of 6.5 or equivalent.

Validation

Successful participants will be awarded both the IMI Diploma in Executive Coaching and the UCC Postgraduate Certificate Executive Coaching. The Postgraduate Certificate qualification is validated and awarded by University College Cork – National University of Ireland, Cork and is a Level 9, Minor Award on the National Framework of Qualifications. By completing this programme, you will also earn one-third of the credits required to be awarded the Masters qualification.

Assignments and Workload

To attain the IMI Diploma in Executive Coaching, participants are assessed in each of the main themes via a variety

of practical assignments. This programme involves no examinations – instead the emphasis throughout is on the practical application of knowledge to benefit you and your organisation. Assessment workload is spread across the year to allow you to combine learning with work and life demands.

Pricing and Payment Options

For 2019, the IMI offers promotional rates and innovative payment options that make our programmes more accessible than ever.

IMI prices are inclusive of core textbooks and psychometric profiling tools, in addition to meals and parking at the IMI National Management Centre. We offer all our programme participants a 10% discount on double rooms at the IMI Residence at the National Management Centre. These prices are only guaranteed for the Spring 2019 intake of the IMI Diploma in Executive Coaching.

Organisations that purchase several IMI Diploma places in any calendar year may be eligible for MoB Corporate Partnership. By becoming an MoB Corporate Partner, your organisation can avail of considerable additional volume discounts and other benefits. For more information on IMI pricing, financing options and MoB Corporate Partnership, contact the team at 1800 22 33 88 or email programmeadvisors@imi.ie.

Tax Relief on Tuition Fees

If you are paying for your tuition fees yourself, it is now possible to apply to the Revenue Commissioners for tax relief for this IMI Diploma. The amount of relief available varies from person to person, and may be as high as €1,400. Tax relief is allowable per programme, per participant, per academic year. Relief will not be available for any part of tuition fees which are met directly, or indirectly, by grants, scholarships, employer payments etc.

Please see www.revenue.ie for further information on how to apply for this relief. All decisions on individual tax relief requests are subject to the discretion of the Revenue Commissioners.

To apply please contact the IMI at: 1800 22 33 88 or email: programmeadvisors@imi.ie

IMI Diploma in Executive Coaching

Corporate Member

€8,390

SME

€9,190

Non-Member

€9,990

Monthly Payments

Pay for your IMI Diploma by monthly payments spread over the duration of the programme. There is no interest charged for choosing this payment option. Terms and conditions apply.

IMI Staged Payments

Pay for 60% of your course in advance of its commencement and the 40% balance is due before the start of your fourth module.

Reflective Integrated Assignment

Completion of the MBS pathway is contingent on participants completing the RIA (5 credits) capstone assignment. Guidance is offered through a compulsory one-day facilitated workshop and ongoing support and access to the IMI Knowledge Centre is also provided at a cost of €650. Payment is due on acceptance of Diploma three.

For more information on these financing options, contact the team at: 1800 22 33 88 or email: programmeadvisors@imi.ie



IMI Master of Business Framework

A flexible and supported structure of delivery which allows you to tailor your participation around your work-life demands.

You can complete the taught element of each IMI Diploma on a modular basis, over a 6 month period. You have up to 5 years to complete all elements of the IMI Master of Business Framework.

15 IMI Diploma Programmes

To make it easier for you to navigate our portfolio and help you choose a programme that fulfils your needs, we have grouped our diplomas into the following categories.



Leadership and Change

IMI Diplomas in

- Leadership
- Executive Coaching
- Organisational Development & Transformation
- Organisational Behaviour
- Strategic Human Resource Management



Management Capabilities

IMI Diplomas in

- Business Finance
- Management
- Regulatory Management
- Management of Governance and Compliance
- Marketing and Digital Strategy

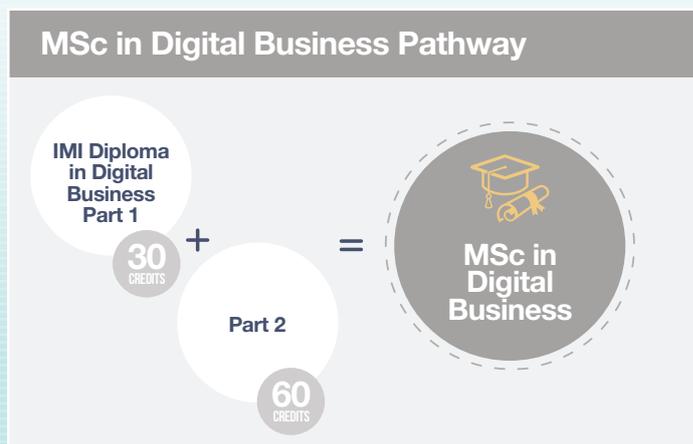
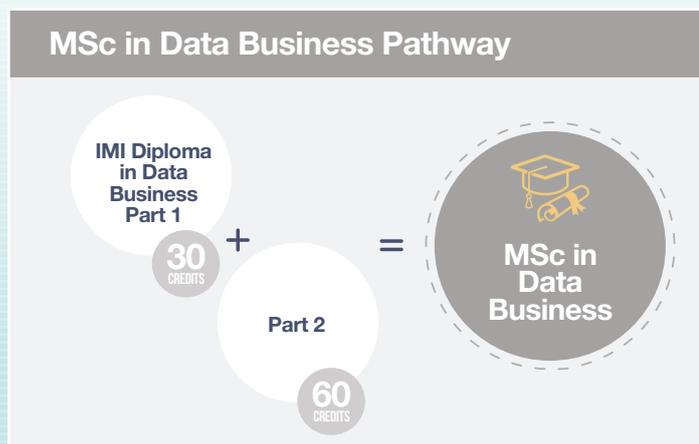
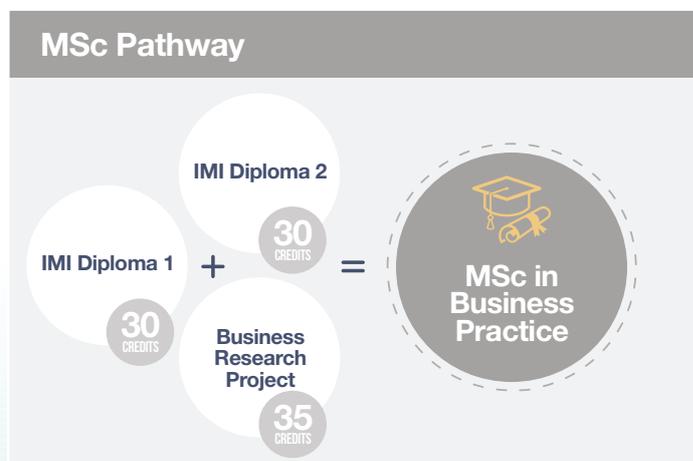
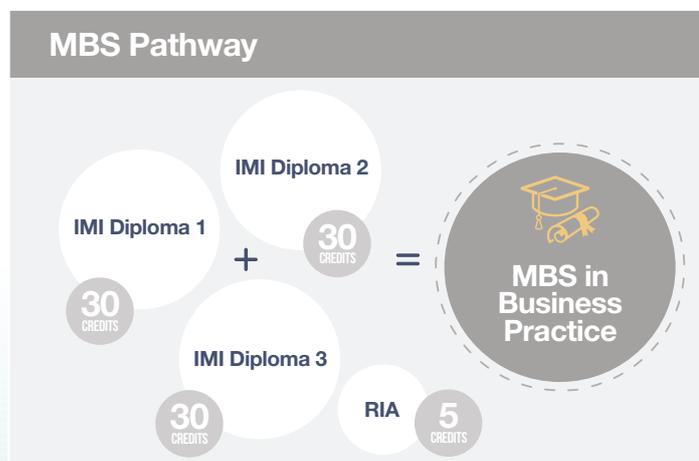


Strategic Thinking

IMI Diplomas in

- Strategy & Innovation
- Data Business
- Digital Business
- Technology Leadership
- International Business Development

IMI Masters Pathways



For more information on the Masters pathways, contact the team at: 1800 22 33 88 or email: programmeadvisors@imi.ie

IMI Membership 2019

1 INFORM



Masterclasses

Global thought leaders sharing their next-practice ideas.



Advant-Edge Series

A series of sessions focusing on developing yourself, your people and your business.



Thought Leadership Webinars

Learn from the comfort of your desktop with our series of leadership webinars.



Inform Extras

- National Management Conference
- Programme Discounts
- Knowledge Centre
- Top Team Days Away

2 TRANSFORM

All the Benefits of INFORM Membership plus TRANSFORM...



Talent Forum

A network for senior HR and talent practitioners sharing their next-practice ideas.



Network Mentors

Develop future leaders through this unique cross-company mentoring initiative.



The Connect Lounge

Insights from IMI's most popular programmes.



Up Close and Personal

Meet and engage with international thought leaders in a closed group environment.